

Welcome Aboard...



EQUAL
EMPLOYMENT
OPPORTUNITY
IN ACTION



U.S. Naval Weapons Laboratory
Dahlgren, Virginia



The following are excerpted from a speech by President Lyndon B. Johnson delivered to his Cabinet Members regarding the Government Equal Employment Opportunity Program:

"With your help, I want this Administration to be recognized as one in which we finally achieve full and equal opportunity for persons of every race, color, creed, and nationality in every part of the United States Government.

"As long as any American is denied the chance to fully develop and use his talents, to become all that he can, then every American is less than he should be. If race, skin, color, religious beliefs, sex or national origin prevent anyone from reaching the heights, then we have all wasted a human being. We have failed that person and, finally, we have failed our country."

"Our Government has long been one avenue by which members of minorities have entered into full participation of our national life."

"The Civil Service Commission, acting under the authority of Executive Order 11246, has issued new regulations which will become effective on and after April 3rd. These new regulations call upon you to undertake action programs. Let me underline that work 'action.' Action to achieve that great objective of equal employment opportunity. Chairman Macy of the Civil Service Commission will be my eyes and ears to see that we get action.

"These plans must tax the limits of our imagination and our creativity. They must go beyond the limited objective of eliminating discrimination. If we are going to have equal employment opportunity in the Federal Government, we must attack the problem on many fronts."

"If there lives somewhere in this great Nation one man or one woman whose talents could advance the cause of our country, and those skills are buried because of discrimination, the tragedy is vast and the nation is the loser."

"So I challenge each of you here today, and each of you within the sound of my voice, to try to accept this as your own creed.

With your leadership and with your personal commitment to this objective, I have high confidence and great hope that we can build a government where talent and energy and integrity will prevail and where discrimination will not."



Equal Employment Opportunity is a way of life of the Naval Weapons Laboratory. Creative genius and intelligence recognize no discriminatory boundaries.

The National Defense Establishment, of which this Laboratory is a part, has a most serious responsibility to the citizens of this nation to provide the best possible defense for the lowest cost. The discharge of this responsibility requires that all available resources be economically utilized. We cannot afford to neglect any resource, material or human, in accomplishing our mission. We urge you to consider employment on the Defense team and, particularly, at the Naval Weapons Laboratory.

OPPORTUNITY FOR EVERYONE

The U.S. Naval Weapons Laboratory has an outstanding record as an Equal Employment Opportunity employer. In 1963, 11.7⁰/₁₀₀ of the work force were minority group members. While the percentage of the work force has remained fairly constant, the level of the jobs of these employees has consistently risen. Today, the Laboratory employs minority group members in positions ranging from Supervisory Mathematician, GS-14 to Clerk-Typist, GS-4, and Carpenter to Laborer. Minority group employees fill positions in over fifty different job classifications. Engineer, Physicist, Mathematician, computer operator, mathematics aid, engineering aid, ordnanceman, ordnance equipment mechanic, carpenter, welder and truck driver are among the titles they carry. These employees play a vital role in achieving the mission of the Naval Weapons Laboratory to support the defense effort of these United States. The following pages point out some of the typical minority group employees of the Laboratory and the vital role they play.



The Naval Weapons Laboratory offers unlimited opportunity to the minority group scientist or engineer. As a research and development activity involved in many and varied technical projects, there is opportunity for graduates of all disciplines in challenging and worthwhile jobs. Ira V. and Gladys West, pictured above, are typical of the minority group employees who have accepted the challenge. Ira graduated from Virginia Union University in 1955 and came on board the Laboratory in 1956, as a Mathematician, GS-5. Ira has steadily advanced since then and now is a Supervisory Mathematician, GS-13, and a valuable member of the middle management staff. Gladys Brown West graduated from Virginia State College in 1955, with a Master's Degree in Mathematics. She joined the staff of the Laboratory in 1956, and is now a Mathematician, GS-11.

POSITIONS FOR EQUIPMENT AND COMPUTER OPERATORS

In addition to its mission as a Research and Development facility, the Naval Weapons Laboratory has the prime proof and test responsibility in the Navy for ammunition, guns and gun mounts. Pictured below is a Rigging crew involved in changing a gun barrel at the range facility. To perform this work, NWL employs helpers, ordnance workers, ordnancemen, test mechanics and many others. These positions are open to all and provide excellent opportunities for advancement.



The Naval Weapons Laboratory utilizes the most modern scientific and technical equipment in accomplishing its mission. Shown above are Louis C. and Cyrus S. Jackson operating one of the largest computers in existence, the IBM STRETCH. Their Federal careers are characteristic of the opportunities open to high school graduates at the Laboratory. Louis Jackson came on board the Laboratory in 1952 as a Battery Attendant. In 1957, he qualified for and was promoted to Tabulating Equipment Operator. From that date he has filled a series of positions leading to his present position of Digital Computer Systems Operator, GS-9. Cyrus Jackson was first employed at NWL in 1950 as a Laborer. In 1958, he qualified for and was promoted to Card Punch Operator. Since that time, he has filled a series of positions leading to his present one as a Peripheral Computer Equipment Operator, GS-7.

CRAFTSMEN & CLERICAL

As with all large Federal installations, the Naval Weapons Laboratory has need of skilled craftsmen. The Laboratory employs carpenters, plumbers, electricians, machinists and many other journeymen. It also provides opportunities for those willing to serve their apprenticeships in many of the crafts. Robert E. Bland, pictured below with his two helpers, is but one example of those who have earned a journeyman rating at the Laboratory. Mr. Bland was first employed at NWL in 1952 as a Laborer. After working in a variety of positions in the Public Works Department, he was promoted to Helper, Carpenter in 1958 and to Carpenter in 1959.



Right, Dorothy Cook perform typing duties in the Transportation Division, Public Works Department.

The Naval Weapons Laboratory provides many opportunities for both clerical and administrative employees in the three laboratories and its support departments.



Clerical and administrative services play a significant role in the accomplishment of the Laboratory's mission. Typing, payroll, and mail service are but a few of the services that must be performed to keep the Laboratory moving. Pictured above, Mail and Files Division personnel discuss new routing procedures.



Herman P. Caster, pictured below leading a technical conference, has had an outstanding career at NWL which typifies the opportunities offered all scientific and engineering personnel of the Laboratory. Mr. Caster graduated from Virginia State College in 1947 and joined the Laboratory staff in 1955 as a Mathematician, GS-5. After a series of assignments and promotions, Mr. Caster, in 1965, was promoted to Supervisory Mathematician, GS-14 and is currently Head, Bomb and Mine Ballistics Branch, Computation and Analysis Laboratory.



In addition to scientists, engineers, and machine operators, the Naval Weapons Laboratory has a need for aids and technicians to assist in the research and development tasks assigned. Douglas Carter, pictured above, is one such aid. Mr. Carter was first employed by NWL in 1963 as an ordnance worker; in 1964, he qualified for and was promoted to Engineering Aid, GS-3. He is currently an Engineering Aid, GS-4. Mr. Carter is assigned to the Electromagnetic Hazards Division, Weapons Development and Evaluation Laboratory where he assists engineers, such as Wei-Hung Yih, in the preparation and testing of weapons.